

Indiana Civil Rights Commission  
**AGENCY MONTHLY REPORT**  
OCTOBER 2011



Jamal L. Smith  
Executive Director

# Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	Jan 2011	Feb 2011	Mar 2011	Apr 2011	May 2011	June 2011	July 2011	Aug 2011	Sept 2011	Oct 2011	Nov 2011	Dec 2011	Year to Date
Total Number of Inquiries	178	172	244	244	289	314	412	425	300	338			<b>2916</b>
Number of Complaints Drafted	18	26	54	41	70	73	80	83	51	85			<b>581</b>
% of inquiries drafted	10.1%	15.1%	22.1%	17.0%	24.2%	23.2%	19.4%	19.5%	17%	25%			<b>19%</b>
Employment	12	16	37	33	44	50	48	54	35	45			<b>374</b>
Real Estate	2	2	7	2	10	15	7	9	5	10			<b>69</b>
Public Accommodation	0	1	4	0	7	6	5	2	5	6			<b>36</b>
Credit	0	0	0	0	0	0	0	0	0	0			<b>0</b>
Education	1	1	0	1	2	2	2	1	0	0			<b>10</b>
Unknown	3	6	6	5	7	0	18	17	0	24			<b>86</b>
Number of Complaints Formalized	49	43	59	34	82	73	103	118	78	67			<b>706</b>
Employment	33	31	38	29	51	50	85	86	51	50			<b>504</b>
Transferred from EEOC*						1	34	16	9	2			<b>62</b>
Real Estate	11	10	11	3	17	15	9	22	18	11			<b>127</b>
Transferred from HUD**							2	7	6	4			<b>19</b>
Public Accommodation	3	0	6	2	10	6	8	8	6	5			<b>54</b>
Credit	0	0	0	0	1	0	0	0	0	0			<b>1</b>
Education	2	2	4	0	3	2	1	2	3	1			<b>20</b>

\*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

\*\*Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

# Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	Jan 2011	Feb 2011	Mar 2011	Apr 2011	May 2011	June 2011	July 2011	Aug 2011	Sept 2011	Oct 2011	Nov 2011	Dec 2011	Year to Date
Total Number of Inquiries by Region								427	300	338			1065
Region 1								41	34	48			123
Region 2								38	33	31			102
Region 3								29	19	16			64
Region 4								22	14	5			41
Region 5								134	94	116			344
Region 6								28	26	33			87
Region 7								15	14	22			51
Region 8								22	17	13			52
Region 9								19	8	14			41
Unknown								79	41	40			160

**Region 1:** Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

**Region 2:** St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

**Region 3:** LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

**Region 4:** White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

**Region 5:** Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

**Region 6:** Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

**Region 7:** Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

**Region 8:** Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

**Region 9:** Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

**Unknown:** If the location of the inquiry cannot be identified.

# Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	Jan 2011	Feb 2011	Mar 2011	Apr 2011	May 2011	June 2011	July 2011	Aug 2011	Sept 2011	Oct 2011	Nov 2011	Dec 2011	Year to Date
<b>% of Aged Cases by Area</b>													
Employment					34%	40.2%	22.4%	13.6%	11.2%	18%			<b>23%</b>
Real Estate					0%	0%	7%	0%	0%	0%			<b>2.0%</b>
Public Accommodation					7%	8%	13%	6%	6%	5%			<b>8.0%</b>
Credit					0%	0%	0%	0%	0%	0%			<b>0%</b>
Education					20%	20%	31%	18%	18%	21%			<b>21.0%</b>
<b>Open Cases by Area</b>													
Employment	233	227	230	225	249	256	243	256	289	304			<b>2512</b>
Real Estate	38	34	40	34	37	32	39	53	60	63			<b>430</b>
Public Accommodation	34	24	16	18	26	31	27	39	41	44			<b>300</b>
Credit	1	0	0	0	1	1	1	0	0	0			<b>4</b>
Education	25	22	20	19	18	22	22	17	21	22			<b>208</b>

# Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	Jan 2011	Feb 2011	Mar 2011	Apr 2011	May 2011	June 2011	July 2011	Aug 2011	Sept 2011	Oct 2011	Nov 2011	Dec 2011	Year to Date
<b>Number of Cases Closed</b>	<b>65</b>	<b>48</b>	<b>45</b>	<b>44</b>	<b>27</b>	<b>59</b>	<b>82</b>	<b>82</b>	<b>28</b>	<b>38</b>			<b>518</b>
Employment	26	27	28	29	18	39	78	57	13	25			<b>340</b>
Real Estate	12	10	5	11	8	19	3	11	12	10			<b>101</b>
Public Accommodation	12	7	8	2	2	1	0	7	3	3			<b>45</b>
Education	14	4	4	2	2	0	1	6	0	0			<b>33</b>
Credit	1	0	0	0	0	0	0	1	0	0			<b>2</b>
<b>Type of Closure</b>													
NPC	52	40	41	34	23	36	70	72	17	26			<b>411</b>
CWS	6	4	0	4	3	7	4	2	3	8			<b>41</b>
CW	7	0	2	1	1	4	3	5	0	0			<b>23</b>
AD	0	2	0	2	0	3	0	3	4	1			<b>15</b>
FO	0	2	2	3	0	9	5	0	2	0			<b>23</b>

# Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	Jan 2011	Feb 2011	Mar 2011	Apr 2011	May 2011	June 2011	July 2011	Aug 2011	Sept 2011	Oct 2011	Nov 2011	Dec 2011	Year to Date
Probable/Reasonable Cause Findings	6	0	6	2	2	3	4	5	3	3			<b>34</b>
Employment	5	0	2	2	2	1	4	4	0	1			<b>21</b>
Real Estate	0	0	1	0	0	2	0	1	2	1			<b>7</b>
Public Accommodation	0	0	2	0	0	0	0	0	0	1			<b>3</b>
Education	1	0	1	0	0	0	0	0	1	0			<b>3</b>
Credit	0	0	0	0	0	0	0	0	0	0			<b>0</b>
Active Cases							38	41	44	46			<b>169</b>
Employment							20	23	24	23			<b>90</b>
Real Estate							8	8	11	11			<b>38</b>
Public Accommodation							4	4	4	5			<b>17</b>
Education							6	6	7	7			<b>26</b>
Credit							0	0	0	0			<b>0</b>
Average Age of Cases since NOF*													

\*NOF (Notice of Finding). This includes cases that are now pending in state court.

## Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

**Anderson v. Southwest Auto Sales** is an employment case based on sex. Complainant alleged that Respondent sexually harassed her.

**Presley v. 4H Purdue University Cooperative Extension Service** is a public accommodation case based on disability. Complainant alleged that Respondent denied her equal access to its facility and services.

**Looker v. Guy and Cordelia Embry/Embry Rentals** is a housing case based on familial status. Complainant alleged that Respondent denied her the opportunity to rent a two-bedroom.

## **Final Orders**

This section provides information on cases that receive Final Orders by The Commission.

N/A

## **Legal Updates**

This section provides information on legal news, passing or changes in law and other state and local laws affecting The Commission.

Former ICRC Executive Director Karen Freeman-Wilson was elected mayor of Gary (Indiana's first African American female mayor).

### **Articles of Interest:**

**Workplace harassment drawing wide concern** (11/16/2011)

[http://www.washingtonpost.com/politics/2011/11/15/gIQACBryPN\\_story.html](http://www.washingtonpost.com/politics/2011/11/15/gIQACBryPN_story.html)

**Gary Celebrates Indiana's First Black Mayor** (11/15/2011)

<http://www.blackvoicenews.com/news/news-wire/47052-gary-celebrates-indianas-first-black-mayor.html>

**National Study Finds Sexual Harassment Pervasive Among Middle and High School Students** (11/14/2011)

<http://dexter.patch.com/articles/study-finds-sexual-harassment-pervasive-among-middle-and-high-school-students>

**Civil Rights Commission announces art, writing and multimedia contest** (11/12/2011)

[http://www.tristate-media.com/warrick/community/community\\_news/article\\_2945cf5e-0ae9-11e1-b395-001cc4c03286.html](http://www.tristate-media.com/warrick/community/community_news/article_2945cf5e-0ae9-11e1-b395-001cc4c03286.html)

**FBI says end near in civil rights-era prosecutions** (11/5/2011)

[http://www.google.com/hostednews/ap/article/ALeqM5gzOfQ\\_fk3nLFFGjD2YAjDaUpqrGw?docId=c9d5c3eaac424dc1901c2675e426c5ba](http://www.google.com/hostednews/ap/article/ALeqM5gzOfQ_fk3nLFFGjD2YAjDaUpqrGw?docId=c9d5c3eaac424dc1901c2675e426c5ba)